Revision of Pay Scales of Teachers and equivalent cadres in Maharashtra Animal & Fishery Sciences University and constituent colleges/ Institutes as per UGC/ICAR Scheme (7th Pay Commission)

GOVERNMENT OF MAHARASHTRA

Agriculture, Animal Husbandry, Dairy Development and Fisheries Department,

Government Resolution No: MAPAVI 2019/C.R. No. 37/ MAFSU

Mantralaya Annex, Mumbai – 400 032.

Date: 08th March, 2021

Read:-

1. Government Resolution, Agriculture, Animal Husbandry, Dairy Development and Fishery Department No. मपवि २००९/ प्र.क्र. ४४८/पदुम-१(अ), दिनांक १५ जुलै, २०१०.
2. Government of India MHRD, Department of Higher Education, New Delhi letter No. Corrigendum F. No. 1-7/2015-U.II (1), dated 2nd November 2017.
3. UGC letter F. No. 23-4/2047 (PS), dated 31st January 2018.
4. Government of India Ministry of Agriculture; Department of Agricultural Research and Education, Krishi Bhavan, New Delhi, F. No. 1 (4)/2017-Per.IV dated 27th March 2018.
5. UGC Regulation on Minimum Qualification for Appointment of Teachers and other Academic Staff in University and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018, dated 18th July 2018.
6. Indian Council of Agricultural Research, New Delhi letter No. F.No. Agril. Edn 17(8) /2018 A& P, dated 30th May, 2018
7. Government of India MHRD, Department of Higher Education, New Delhi letter No. 1-4/2017-U.II, dated 28th January 2019.
8. Government of Maharashtra, Higher and Technical Education Department Government Resolution No. Misc.-2018/C.R.56/18/UNI-1, dated 8th March 2019.

Preamble:-

University Grants Commission vide its letter dated 31st January, 2018 communicated about the Government of India MHRD, Department of Higher Education, New Delhi letter dated 2nd November, 2017 regarding revision of pay of Teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission and stated that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges.

The revision of Pay Scales of Teachers and equivalent cadres of Maharashtra Animal & Fishery Sciences University and constituent Colleges/Institutes shall be subject to provisions of the scheme of revision of Pay scales as contained in letter dated 2nd November, 2017 and regulation issued by UGC dated 18th July, 2018.

The State Government has now decided to implement the revised pay scales of all Teachers and equivalent cadres w.e.f.01.01.2016 as per the Central Government, while other allowances as per the State Government employees, to keep the age of superannuation and new package unchanged and the terms and condition of the services as detailed below :-

Resolution:

The question of implementing scheme of revision of pay scales of university / College and Institutes Teaching cadres / Associate Deans/ Deans / Directors / Assistant Professors of Physical Education and

Librarians in the Maharashtra Animal & Fishery Sciences University as per letter No. 1-7/2015-U.II (1), Government of India, Ministry of Human Resource Development, Department of Higher Education, dated 02/11/2017, and other relevant guidelines and notifications issued by University Grants Commission (UGC regulations on Minimum qualifications for appointment of Teachers and other academic staff in Universities and Colleges and Measures for the maintenance of standards in Higher Education, 2018), dated 18.7.2018 (in short "UGC Regulations, 2018") was under consideration of State Government. After considering all the aspects, the state government has decided to implement and revise pay scales (7th pay) and terms and conditions of services as detailed below:

2. Accordingly, detailed order are as follows:-

(1) Coverage

(i) The revised pay scales and other measures for the improvement of standards in Veterinary and Animal Sciences, Dairy Technology and Fishery Science Education are applicable to only categories of full-time Teachers and other posts in the Maharashtra Animal & Fishery Sciences University and its constituent colleges/ Institutes in the State.

(ii) The revised scales are not applicable to Teachers and equivalent cadres who retired on or before 31st December 2015 and who worked on re-employment on that date, including those whose period of re-employment was extended after that date.

(2) Date of Implementation

(i) The revised pay structure shall be applicable from 01/01/2016.

(ii) The dearness allowances and other allowances shall be applicable from 01/01/2016 at par with State Government employees.

(iii) The Pay in the revised pay structure is payable in cash from 01/01/2019.

(iv) The arrears of the revised pay structure for the period from 01/01/2016 to 31/12/2018 shall be deposited in the Provident Fund Account in 5 equal installments over the next 5 years from the financial year 2019-20 to the Teachers and equivalent cadres involved under the Old Pension Scheme.

(v) The arrears of the revised pay structure for the period from 01/01/2016 to 31/12/2018 shall be paid in cash in 5 equal installments over the next 5 years from the financial year 2019-20 to the Teachers and equivalent cadres involved under the National Pension Scheme.

(vi) The 50 % amount of the arrears of the period from 01/01/2016 to 31/03/2019 will be received from Government of India, so the same shall be paid in cash after the receipt from Government of India/ ICAR.

(3) Designation

(i) There shall be only three designations in respect of Teachers in Colleges/ Institutes, namely, Assistant Professor, Associate Professor and Professor. For Library Science, the designations

shall be College Librarian, Deputy Librarian and University Librarian and for Physical Education, the designations shall be Assistant Professor, Physical Education; Deputy Director of Physical Education and Director of Physical Education & Sports, respectively.

(ii) There shall be no change in the present designation in respect of posts equivalent to Teacher cadres (declared by the University Grants Commission / Veterinary Council of India/ Indian Council of Agriculture Research/ State Government) working in Maharashtra Animal & Fishery Sciences University and its constituent colleges / institute.

(4) Revised Pay for Teachers and equivalent cadres :

(i) Pay Fixation Method

The revised pay structure for different categories of Teaching and equivalent cadres positions is based on the following:

a) The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.

b) The First academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.

c) Each cell in an academic level is at 3% higher than the previous cell in that level.

d) The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs.10, 000 and 2.72 for the AGP of Rs.10, 000 and above.

e) The entry pay for each level is as follows:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000

f) The Pay matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Appendix -I**

g) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure

arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

h) If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

(ii) Revised pay for Teachers in Universities and Colleges

Existing Pay	Revised Pay
Assistant Professor / Hospital Registrar/ Subject Matter Specialist/ Scientist Animal Science/ Scientist Biochemistry / Pathologist / Hostel Rector/ Biotechnologist/ Scientist (Analytical Chemistry) **(at Rs. 6000 AGP in PB Rs. 15,600 - 39,100)**	Assistant Professor / Hospital Registrar/ Subject Matter Specialist / Scientist Animal Science/ Scientist Biochemistry / Pathologist / Hostel Rector/ Biotechnologist/ Scientist (Analytical Chemistry) **(at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)**
Assistant Professor / Hospital Registrar/ Subject Matter Specialist / Scientist Animal Science/ Scientist Biochemistry / Pathologist / Hostel Rector/ Biotechnologist/ Scientist (Analytical Chemistry) **(at Rs. 7000 AGP in PB Rs. 15,600 - 39,100)**	Assistant Professor/ Hospital Registrar/ Subject Matter Specialist / Scientist Animal Science/ Scientist Biochemistry / Pathologist / Hostel Rector/ Biotechnologist/ Scientist (Analytical Chemistry) **(at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)**
Assistant Professor / Hospital Registrar/ Subject Matter Specialist / Scientist Animal Science/ Scientist Biochemistry / Pathologist / Hostel Rector/ Biotechnologist/ Scientist (Analytical Chemistry) **(at Rs. 8000 AGP in PB Rs. 15,600 - 39,100)**	Assistant Professor / Hospital Registrar/ Subject Matter Specialist / Scientist Animal Science/ Scientist Biochemistry / Pathologist / Hostel Rector/ Biotechnologist/ Scientist (Analytical Chemistry) **(at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)**
Associate Professor/ Deputy Director of Research /Research Officer/ Hospital Superintendent/ Chief Extension Education officer **(at Rs. 9000 AGP in PB Rs. 37,400 - 67,000)**	Associate Professor / Deputy Director of Research /Research Officer/ Hospital Superintendent/ Chief Extension Education officer **(at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)**
Professor/ HOD **(at Rs. 10,000 AGP in PB Rs. 37,400 - 67,000)**	Professor / HOD **(at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)**

(iii) Revised pay for Librarian in Universities and Colleges :-

Existing Pay	Revised Pay
Assistant Librarian / College Librarian / Librarian cum Information Officer **(at Rs. 6000 AGP in PB Rs. 15,600 - 39,100)**	Assistant Librarian / College Librarian/ Librarian cum Information Officer **(at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)**
Assistant Librarian / College Librarian / Librarian cum Information Officer **(at Rs. 7000 AGP in PB Rs. 15,600 - 39,100)**	Assistant Librarian / College Librarian / Librarian cum Information Officer **(at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)**

Assistant Librarian / College Librarian / Librarian cum Information Officer **(at Rs. 8000 AGP in PB Rs. 15,600 - 39,100)**	Assistant Librarian / College Librarian/ Librarian cum Information Officer **(at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)**
Deputy Librarian **(at Rs. 9000 AGP in PB Rs. 37,400 - 67,000)**	Deputy Librarian **(at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)**
University Librarian **(at Rs. 10000 AGP in PB Rs. 37,400 - 67,000)**	University Librarian **(at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)**

(iv) Revised pay for Assistant Professor of Physical Education in Universities and Colleges :-

Existing Pay	Revised Pay
Assistant Professor of Physical Education and Sports / Sports Officer **(at Rs. 6000 AGP in PB Rs. 15,600 - 39,100)**	Assistant Professor of Physical Education and Sports / Sports Officer **(at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)**
Assistant Professor of Physical Education and Sports / Sports Officer **(at Rs. 7000 AGP in PB Rs. 15,600 - 39,100)**	Assistant Professor of Physical Education and Sports / Sports Officer **(at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)**
Assistant Professor of Physical Education and Sports / Sports Officer **(at Rs. 8000 AGP in PB Rs. 15,600 - 39,100)**	Assistant Professor of Physical Education and Sports / Sports Officer **(at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)**
University Deputy Director of Physical Education and Sports **(at Rs. 9000 AGP in PB Rs. 37,400 - 67,000)**	University Deputy Director of Physical Education and Sports **(at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)**
University Director of Physical Education and Sports **(at Rs. 10000 AGP in PB Rs. 37,400 - 67,000)**	University Director of Physical Education and Sports **(at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)**

(v) Revised pay of Associate Dean/ Director cum Project Investigator :- The pay of the Associate Dean/ Director cum Project Investigator shall be equivalent to the pay of Professor i.e. at Academic level 14 with rationalized entry pay Rs. 1,44,200/- with the special allowance of Rs. 4500/- per month.

(vi) **Revised pay of Dean Faculty and Director of Instruction /Research/ Extension/ Dean Lower Education :-** The pay of the Dean Faculty and Director of Instruction /Research/ Extension/ Dean Lower Education shall be equivalent to the pay of Professor i.e. at Academic level 14 with rationalized entry pay Rs. 1,44,200/- with the special allowance of Rs. 6750/- per month.

(vii) Revised pay of Vice Chancellor of University :- The pay of the Vice Chancellor shall be fixed at Rs. 2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on Rs. 75,000/- and rounding off the figures to nearest five thousand), with special allowance of Rs. 11,250/- per month.

(5) Recruitment and Qualifications

5.1 The direct recruitment to the posts of Assistant Professor and equivalent, Associate Professor and equivalent, Professor and equivalent and Senior Professor in the University and colleges, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Rules. These provisions shall be incorporated in the statutes/Ordinances of the university concerned in due course. The composition of such committees shall be as specified in these Rules or University Act / Statutes.

5.2 The minimum qualifications required for the post of Assistant Professor and equivalent, Associate Professor and equivalent, Professor and equivalent, Senior Professor, Associate Dean, College Librarian and equivalent, Deputy Librarian, University Librarian, Assistant Professor of Physical Education and Sports and equivalent, Deputy Director of Physical Education and Sports, Director of Physical Education and Sports shall be as specified in these Rules and approved by the Executive Council / Board of Management of the university.

5.3 **I.** The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/State Eligibility Test SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in UGC Regulations, 2018. Further, SLET/SET conducted by Maharashtra shall only be valid as minimum eligibility for direct recruitment to the university/colleges/institutions wherever applicable.

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M. Phil/Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time or ICAR Regulations, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in the University, College or Institution.

Provided further that the award of degree to candidates registered for the M. Phil/Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D. candidates shall be exempted from the requirement of NET/ SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/ Institutions subject to the fulfillment of the following conditions:

a) The Ph.D. degree of the candidate has been awarded in regular mode only;
b) The Ph.D. thesis has been evaluated by at least two examiners;
c) An open Ph.D. viva voce of the candidate has been conducted;

d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;

e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR / CSIR / ICAR / DBT / DST or any similar agency.

The fulfillment of these conditions is to be certified by the Registrar or the Dean of the concerned Faculty of awarding University.

II. The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions in such disciplines wherever provided in UGC Regulations, 2018.

5.4 A minimum of 7.00 CGPA/OGPA or 70% marks for the candidates graduated from Agricultural / Veterinary University and minimum 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) for the candidates graduated from other than Agricultural / Veterinary University at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

I A relaxation of 5% shall be allowed at the Master's level for the candidates belonging to Scheduled Caste / Scheduled Tribe / VJ / NT / SBC / Other Backward Classes (OBC) (Non-creamy Layer) / Differently- abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility as stated above and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

5.5 A relaxation of 5% shall also be provided, (from 70% to 65% and from 55% to 50% of the marks as the case may be) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September,1991.

5.6 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor

5.7 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.

5.8 The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor.

5.9 The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.

5.10 The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree by availing Study leave or any kind of leave shall not be considered as teaching / research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Ph.D. Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion.

5.11 Qualifications : - No person shall be appointed to the post of University / College Teacher, Librarian, Director of Physical Education and Sports, in the university or in institutions including constituent or affiliated colleges recognized by ICAR/VCI/UGC if such person does not fulfill the requirements as to the qualifications for the appropriate post as provided in these GR / University Act / Statute.

(6) Direct Recruitment

6.1 For the Disciplines of Veterinary and Animal Sciences, Dairy Technology and Fisheries Faculty.

I. Assistant Professor and equivalent cadres

Eligibility (A or B):

A.

1) A Master's degree with minimum 7.00 CGPA/OGPA or 70% marks for the candidates graduated from Agricultural / Veterinary University and minimum 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) for the candidates graduated from other than Agricultural / Veterinary University in a concerned subject from an Indian University, or an equivalent degree from an accredited foreign university. However, relaxation in the minimum CGPA/OGPA or marks shall be given as mentioned in para 5.4 and 5.5 of these rules

2) The candidate must possess graduation degree from concerned faculty.

3) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC/CSIR/ICAR/ASRB, or a similar test accredited by the UGC, like SLET/SET conducted by Maharashtra or who are or have been awarded a Ph.D. Degree in concerned discipline in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time or ICAR Regulations as the case may be exempted from NET/SLET/SET:

Provided the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/ Institutions subject to the fulfillment of the following conditions:

a) The Ph.D. degree of the candidate has been awarded in regular mode;
b) The Ph.D. thesis has been evaluated by at least two examiners;
c) An open Ph.D. viva voce of the candidate has been conducted;
d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a referred journal;
e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC /ICSSR / CSIR/ ICAR/ DST/ DBT or any similar agency.

The fulfillment of these conditions is to be certified by the Registrar or the Dean of concerned Faculty of awarding University.

Note: *NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/ SLET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions in such disciplines wherever provided in UGC Regulations, 2018.*

OR

B.

1) The Ph.D. degree in concerned / allied / relevant discipline has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:

(i) Quacquarelli Symonds (QS); or
(ii) The Times Higher Education (THE) or
(iii) The Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

2) The candidate must possess graduation degree from concerned faculty

Note : *The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

II. Associate Professor and equivalent cadres

Eligibility:

1) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines;

2) A Master's degree with minimum 7.00 CGPA/OGPA or 70% marks for the candidates graduated from Agricultural / Veterinary University and minimum 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) for the candidates graduated from other than Agricultural / Veterinary University in a concerned subject. However, relaxation in the minimum CGPA/OGPA or marks shall be given as mentioned in para 5.4 and 5.5 of these rules

3) A minimum of eight years of experience of teaching and / or research / extension in an academic/research position equivalent to that of Assistant Professor in a University, College

or Accredited Research Institution with a minimum of seven publications in the peer-reviewed or UGC/ICAR listed /NAAS rated journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2 in UGC Regulations 2018 and as approved by the University.

Note: *The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

III. Professor/ Head of Department and equivalent cadres

Eligibility :

1) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC/ICAR-listed /NAAS rated journals and a total research score of 120 as per the criteria given in Appendix II, Table 2 of UGC Regulations 2018 and as approved by the University.
2) A minimum of ten years of teaching / research / extension experience in university/college as Assistant Professor/Associate Professor/Professor or their equivalent, and / or research experience at equivalent level at the University/National Level Institutions out of which three years' experience as Associate Professor or Assistant Professor (Selection Grade / Academic Level 12) with evidence of having successfully guided one doctoral candidate or three Master's candidates or published five research papers as first author in addition to papers mentioned in (1) above.

Note: *The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

IV. Senior Professor

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment.

Eligibility:

1) An eminent scholar having a Ph.D. degree with good track record of high-quality research publications in Peer-reviewed or UGC/ICAR - listed /NAAS rated journals, significant research contribution to the discipline, and engaged in research supervision.

2) A minimum of ten years of teaching/research/extension experience as Professor or an equivalent grade in a University / College or an institute of national level.

3) The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years' experience.

4) The selection shall also be based on ten best publications in the Peer-reviewed or UGC/ICAR - listed /NAAS rated journals and award of Ph.D. degree to at least two candidates or Maters degree to at least six candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per these GR/ University Act / Statutes.

Note: *The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

V. Associate Dean / Dean of College

A. Eligibility:

1) Ph.D. degree in the concerned faculty;

2) Senior Professor/Professor or equivalent with a total service / experience of at least fifteen years of teaching/research/extension out of which minimum five years should be in the cadre not below the rank of Professor in Universities / Colleges / other institutions of higher education;

3) A minimum of 10 research publications in peer-reviewed or UGC/ICAR-listed / NAAS rated journals;

4) A minimum of 130 Research Score as per Appendix II, Table 2 of UGC Regulations 2018 and as approved by the University.

Note: *The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

VI. Director cum Project Investigator of Wildlife Research and Training Centre, Gorewada

A. **Eligibility** :

1) Ph.D. degree in the discipline of Veterinary Surgery & Radiology / Veterinary Clinical Medicine / Animal Reproduction, Gynecology & Obstetrics;

2) Senior Professor/Professor or equivalent with a total service / experience of at least fifteen years of teaching/research/extension out of which minimum five years should be in the cadre not below the rank of Professor in Universities / Colleges / other institutions of higher education. The candidate must have five years of experience in Wildlife.

3) A minimum of 10 research publications in peer-reviewed or UGC/ICAR-listed / NAAS rated journals;
4) A minimum of 130 Research Score as per Appendix II, Table 2 of UGC Regulations 2018 and as approved by the University.

Note: *The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

VII. Dean of the Faculty (Veterinary and Animal Sciences, Dairy Technology and Fisheries)

A. Eligibility:

1) Ph.D. degree in the concerned Faculty;
2) Senior Professor/Professor or equivalent with a total service / experience of at least fifteen years of teaching/research/extension, with at least 10 years technical and administrative experience (taken together) out of which not less than five years in the cadre not below the rank of Professor or its equivalent in Universities / Colleges / other institutions of higher education;
3) A minimum of 15 research publications in peer-reviewed or UGC/ICAR-listed / NAAS rated journals;
4) A minimum of 140 Research Score as per Appendix II, Table 2 of UGC Regulations 2018 and as approved by the University.

Note: *The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

VIII. Dean of Lower Education :

A. Eligibility:

1) Ph.D. degree in the faculty of Veterinary & Animal Science / Dairy Technology / Fisheries;
2) Senior Professor/Professor or equivalent with a total service / experience of at least fifteen years of teaching/research/extension, with at least 10 years technical and administrative experience (taken together) out of which not less than five years in the cadre not below the rank of Professor or its equivalent in Universities / Colleges / other institutions of higher education;

3) A minimum of 15 research publications in peer-reviewed or UGC/ICAR-listed / NAAS rated journals;
4) A minimum of 140 Research Score as per Appendix II, Table 2 of UGC Regulations 2018 and as approved by the University.

Note: *The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

IX. Director in the University

A. Eligibility:

1) Ph.D. degree in the faculty of Veterinary & Animal Science / Dairy Technology / Fisheries;
2) Senior Professor/Professor or equivalent with a total service / experience of at least fifteen years of teaching/research/extension, with at least 10 years technical and administrative experience (taken together) out of which not less than five years in the cadre not below the rank of Professor or its equivalent in Universities / Colleges / other institutions of higher education;
3) A minimum of 15 research publications in peer-reviewed or UGC/ICAR-listed / NAAS rated journals;
4) A minimum of 140 Research Score as per Appendix II, Table 2 of UGC Regulations 2018 and as approved by the University.

Note: *The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

6.2 Minimum Qualifications For Direct Recruitment To The Posts Of College Librarian, Deputy Librarian And University Librarian

I. University Assistant Librarian / College Librarian / Librarian cum Information Officer

1) A Master‘s degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed). However, relaxation in the minimum marks shall be given as mentioned in para 5.4 and 5.5 of these rules
2) A consistently good academic record, with knowledge of computerization of a library.

3) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC/CSIR/ASRB/ICAR, or a similar test accredited by the UGC, like SET/SLET conducted by Maharashtra or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET:

Provided that, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SET/SLET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

a) The Ph.D. degree of the candidate has been awarded in regular mode;
b) The Ph.D. thesis has been evaluated by at least two examiners;
c) An open Ph.D. viva voce of the candidate has been conducted;
d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/ seminars sponsored/funded/supported by the UGC/ CSIR/ ICSSR/ ICAR/ DST/DBT or any similar agency.

Note: 1) The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the awarding University.

2) NET/SET/SLET shall also not be required for candidates in such Masters Programmes for which NET/SET/SLET is not conducted by the UGC/CSIR/ICAR/ASRB, or similar tests accredited by the UGC like SLET/SET. However, Ph.D. degree shall remain the minimum eligibility for appointment in such disciplines wherever provided in UGC Regulations, 2018.

Note *: The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

II. University Deputy Librarian

1) A Ph.D. Degree in Library Science / Information Science / Documentation Science / Archives and manuscript keeping / computerization of library.

2) A Master‘s Degree in Library Science / Information Science / Documentation Science, with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed.

However, relaxation in the minimum marks shall be given as mentioned in para 5.4 and 5.5 of these rules

3) Eight years' experience as an Assistant University Librarian / College Librarian / Librarian cum Information Officer.

4) Evidence of innovative library services including integration of ICT in library.

Note: *The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

III. University Librarian

1) A Ph.D. Degree in Library Science / Information Science / Documentation Science / Archives and manuscript-keeping.

2) A Master's Degree in Library Science / Information Science / Documentation Science with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed. However, relaxation in the minimum marks shall be given as mentioned in para 5.4 and 5.5 of these rules

3) At least ten years' experience as a Librarian (Deputy Librarian / University Assistant Librarian / College Librarian / Librarian cum Information Officer) at any level in University Library or ten years of teaching experience as Associate Professor or Assistant Professor in Library Science or ten years' experience as a College Librarian. Furthermore, for Assistant Professor in Library Science / University Assistant Librarian / Librarian cum Information Officer / College Librarian, at least three years of service / experience in Selection Grade / Academic Level 12 is essential.

4) Evidence of innovative library services, including the integration of ICT in a library.

Note: *The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

6.3 MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT PROFESSOR OF PHYSICAL EDUCATION AND SPORTS / SPORTS OFFICER, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (DPES)

I Assistant Professor of Physical Education and Sports/ Sports Officer

Eligibility (A or B):

A.

1) A Master's degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed). However, relaxation in the minimum marks shall be given as mentioned in para 5.4 and 5.5 of these rules.
2) Record having represented the University / College at the inter-university / inter-collegiate competitions or the State and /or National championships.
3) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC/CSIR/ASRB/ICAR, or a similar test accredited by the UGC, like SET/SLET conducted by Maharashtra or who are or have been awarded a Ph.D. Degree in Physical Education and Sports or Physical Education or Sports Science in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil. / Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET:

   Provided that, the candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SET/SLET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

a) The Ph.D. degree of the candidate has been awarded in regular mode;
b) The Ph.D. thesis has been evaluated by at least two external examiners;
c) An open Ph.D. viva voce of the candidate has been conducted;
d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
e) The candidate has presented at least two research papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/ CSIR/ ICSSR/ ICAR/ DST/DBT or any similar agency.

Note: *The fulfillment of these conditions (a) to (e) is to be certified by the Registrar or the Dean (Academic affairs) of the awarding University*

4) NET/SET/SLET shall also not be required for candidates in such Masters Programmes for which NET/SET/SLET is not conducted by the UGC/CSIR/ICAR/ASRB, or similar tests accredited by the UGC like SLET/SET. However, Ph.D. degree shall remain the minimum eligibility for appointment in such disciplines wherever provided in UGC Regulations, 2018.
5) Passed the physical fitness test conducted in accordance with these Rules.

OR

B. An Asian game or commonwealth games medal winner who has a degree at least at Post-Graduation level.

Note: *The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

II University Deputy Director of Physical Education and Sports

Eligibility (A or B):

A.

1) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master‘s Degree level by the university concerned; However, relaxation in the minimum marks shall be given as mentioned in para 5.4 and 5.5 of these rules
2) Eight years' experience as University Assistant DPES / College DPES / Assistant Professor of Physical Education / Sport Officer;
3) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration;
4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
5) Passed the physical fitness test in accordance with these Rules.

OR

B. An Olympic games / world cup / world Championship medal winner who has a degree at least at the Post-Graduation Level.

Note : *The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

III University Director of Physical Education and Sports

1) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.
2) Experience of at least ten years in Physical Education and Sports as University Assistant DPES / Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Associate Professor or Assistant Professor. Furthermore, for Assistant Professor, Physical Education and Sports or Sports Science / University Assistant

DPES / College DPES, at least three years of service / experience in Selection Grade / Academic Level 12 is essential.

3) Evidence of organizing competitions and coaching camps of at least two weeks duration.
4) Evidence of having produced good performance of teams / athletes for competitions like state / national / inter-university / combined university, etc.

***Note** : The score card as decided by the University shall be used for short-listing of the candidates for interview. Candidates securing more than 33 marks out of 80 in past performance as per score card shall only be eligible for personal interview. The interview shall be conducted for remaining 20 marks. The selection shall be based on the marks of past performance and personal interview combined together. Further, the candidate must secure more than 10 marks out of 20 in personal interview for getting eligible for selection.*

IV Physical Fitness Test Norms

a) Subject to the provisions of these Rules, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

Norms For	Run/ Walk Test	Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
Men	12 Minutes Run/Walk Test	1800 Metres	1500 Metres	1200 Metres	800 Metres
Women	8 Minutes Run/ Walk Test	1000 Metres	800 Metres	600 Metres	400 Metres

(7) Increment

(i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.

(ii) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

(8) Superannuation and Re-employment :-

The existing provisions on superannuation and re-employment of teachers shall continue.

(9) Option for the revised scales of pay :-

(i) Within a period of one month from the date of issue of this Government Resolution, the Teachers /Librarians /Physical Education Staff and other personnel will have to opt in the prescribed from Appendix –II for the revised pay scales.

(ii) The Teachers opting for new pay scale will have to enter into an agreement as mentioned in Appendix –III about their acceptance of terms and conditions mentioned in this Government Resolution. Option once excised shall be final. Those who don't excise the option within the period of 1 month from the date of issue of this Government Resolution shall be deemed to have opted for revised pay scale.

(iii) The Teachers /Librarians /Directors of Physical Education/ other personnel who were in service on 1st January 2016 and those who were not in service after 1st January 2016 on account of termination, death, discharge on the expiry of the sanction posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time limit will be deemed to have opted for revised scale of pay with effect from 1st January 2016 and should be held entitled to the benefit of these Rules.

(iv) An undertaking shall be taken from every beneficiary under this scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised pay matrix or any other excess payment made shall be adjusted against the future payment due or otherwise to the beneficiary.

(10) Leave :- The leave shall be permissible as par State Government employees or as fixed by the State Government from time to time to the teachers and teacher equivalent posts.

(11) The decision of implementation of Career Advancement Scheme (CAS) will be taken separately.

3. This Government Resolution is subject to the decision taken by the state Government on the scheme forwarded by Government of India by its letter dated 31.1.2018. Therefore, anomalies, if any may be brought to the notice of the Department of Agriculture, Animal Husbandry, Dairy Development and Fisheries, Government of Maharashtra, through proper channel.

4. This Government Resolution is issued with the concurrence of the Department vide their unofficial reference No. UOR-80/2020/ सेवा ९, Date 25/09/2020.

This Government resolution of Maharashtra Government is available at the website www.maharashtra.gov.in and Reference no. for this is 202103081509573101. This order has been signed digitally.

By order and in the name of the Governor of Maharashtra.

Anoop Kumar

Digitally signed by Anoop Kumar
DN: c=IN, o=Government Of Maharashtra, ou=Dairy Development Department, postalCode=400032, st=Maharashtra, 2.5.4.20=257f78acf3ca20d9e91d7a73a76aa0240463e4aafdd4d13de6891 8dc20bad8e6, serialNumber=1c2ee608849bdb812849b6c8878f95607059b530ff717c8e 39c09d06b394e02b, cn=Anoop Kumar
Date: 2021.03.08 15:16:20 +05'30'

(Anoop Kumar)
Principal Secretary to Government of Maharashtra

Copy for information to :

(1) The Secretary to the Governor of Maharashtra, Raj Bhavan, Malabar Hill, Mumbai.

(2) The Principal Secretary to the Chief Minister of Maharashtra, Mantralaya, Mumbai

(3) The Secretary to the Government of India, MHRD New Delhi.

(4) The Secretary Agriculture; Department of Agricultural Research and Education, , Government of India Ministry, New Delhi

(5) The Secretary, University Grant Commission, New Delhi.

(6) The Deputy Director General (Agril. Edn.), Indian Council of Agricultural Research, Pusa, New Delhi.

(7) The Commissioner of Animal Husbandry, Maharashtra State, Pune.

(8) The Vice Chancellor, Maharashtra Animal & Fishery Sciences University, Nagpur

(9) The Registrar, Maharashtra Animal & Fishery Sciences University, Nagpur

(10) The Accountant General (accounts), Maharashtra- I and II Mumbai and Nagpur.

(11) The Accountant General (Audit), Maharashtra- I and II Mumbai and Nagpur

(12) The Private Secretary to the Hon. Minister (Animal Husbandry and Dairy Development), Mantralaya, Mumbai

(13) The Private Secretary to the Hon. State Minister (Animal Husbandry), Mantralaya, Mumbai

(14) The Personal Assistant to Chief Secretary, Mantralaya, Mumbai

(15) The Pay and Account Officer, Mumbai

(16) The Planning Department, Mantralaya, Mumbai

(17) The Finance Department, Mantralaya, Mumbai

(18) Select File.

Accompaniment to Government Resolution,

Agriculture, Animal Husbandry, Dairy Development and Fisheries Department No.

Appendix - I
Pay Matrix

Pay Band (Rs.)	**15,600-39,100**			**37,400-67,000**		**67,000- 79,000**
Grade Pay (Rs.)	**6,000**	**7,000**	**8,000**	**9,000**	**10,000**	**12,000**
Index of Rationalization	**2.67**	**2.67**	**2.67**	**2.67**	**2.72**	**2.72**
Entry Pay (Rs.)	**21,600**	**25,790**	**29,900**	**49,200**	**53,000**	**67,000**
Academic Level	**10**	**11**	**12**	**13A**	**14**	**15**
Rationalized Entry Pay (Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,100	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,100	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,100		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			

21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

Appendix II

Form of Option

1. I,____substantive / officiating holder of the post______________________________in the scale of Rs.____________________, AGP_____________, in the College / Institution_____________________________________hereby:

*(i) elect the revised scale of the post with effect from 1st January, 2016.

*(ii) elect to continue on the existing scale of pay of my substantive / officiating post mentioned below until:

* the date of my next increment

*the date of my subsequent increment

*raising my pay to Rs. __________________

*I vacate or cease to draw pay in that scale.

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date :	Signature :
Place :	Signed before me
	Signature
	(Associate Dean of College)

(Received the above declaration)

Date :	Signature
	(Head of the Institution)

*To be scored out, if not applicable.

Appendix III

UNDERTAKING

[As per Ministry of Finance (Department of Expenditure) order O.M. No. 1-5/2016-IC dated 29th July, 2016]

I hereby undertake that any excess payment that may be found to have been made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made to me shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date :-

Station:-

Signature:

Name:

Designation:

College/Institution: